



Diversity Advisory Board

Meeting Minutes

Monday, Dec 8, 2014

6:30 – 8:30 PM

The Beaverton Building

Members Present: Ali Houdroge, CeCe Ridder, Edward Kimmi, Esther Lugalía-Imbuye, Faridah Haron, Jane Yang, Paolo Esteban, Samira Godil, Shariff Mohamed

Members Absent: Cynthia Moffett, Mari Watanabe, Nael Saker, Ruth Parra

Staff: Alexis Ball, City of Beaverton

City Council Liaison: Mark Fagin

Guests: Genevieve Wilson, Monica Estrella, newly appointed DAB members for 2015

Welcome and Approval of Minutes

The DAB meeting was called to order at 6:35 by Vice-Chair Jane Yang. Minutes were reviewed and approved.

Cultural sharing (moved up because Samira had to leave early)

Samira shared information about her home country Pakistan and brought a homemade dish to share.

Diversity, Equity, & Inclusion Plan

Discussion & approval

The board reviewed the latest draft of the DEI Plan. Paolo suggested adding "...treated with respect and dignity..." in the goal statement of the Language Access section. The group also agreed on adding a similar overall statement to pg. 2. Shariff asked if the group wanted to add any additional language to the Public Safety section in light of recent national events and debate over police-community relations. The group discussed this point but no proposal for additional language emerged. Alexis suggested that the group consider any specific proposal to add language on this point before Thursday, 12/11. If there is proposed language, it will be reviewed and approved over email; if not, the section will stand as is. CeCe moved to approve the plan contingent on these points. Board members present unanimously approved (9-0).

City Council adoption process

The plan will be presented to City Council for adoption on 1/13/15. Nael and Alexis will present and additional members are invited to participate and encouraged to attend.

Executive Order on Immigration

TABLED due to time

DAB year in review

2014 accomplishments

Alexis presented a summary of the board's activities and accomplishments in its first year:

*DEI Plan—drafting, feedback, revisions, approval



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- *Outreach—7 public events, meetings held to increase awareness
- *Presentations—4 presentations by board members to talk about the work
- *Board meetings—12 monthly gatherings held
- *Planning meetings & interviews—23 separate sessions
- *TOTAL volunteer hours of DAB members in 2014: 233

Evaluation

The group was asked to share on the following questions:

What has gone well?

- everyone was accessible
- respectful, listening to different points of view
- getting to know each other, jelling
- Fern leading discussions at beginning
- facilitation and synthesis of ideas
- “diversity” fits with members of board
- transformation of ideas→language of the plan
- flexible group (e.g. with feedback on the plan)
- sticking to the timeline
- StrengthsFinder
- work of the chair and vice chair was seamless
- identifying issues, concerns of the community
- didn't feel like the city had an agenda, genuine desire for board to work
- DAB well received in community
- great council liaison!
- learned a lot
- we're not a box to check—genuine desire for the work
- felt motivated by the work
- city didn't have the plan already→ this keeps me coming
- progress/momentum
- thought that we will make a difference
- actions will benefit your community
- facilitation helped keep focus
- goal to keep working toward
- great candidates in original interviews, group interview process

What could be improved?

- assigned parking ☺
- community member suggested moving meetings to be more accessible/where there is better parking

Updates & brief discussion items

2015: board appointments, officer positions, meeting calendar

Council confirmed the following DAB appointments for 2015:

Reappointments: Nael Saker, CeCe Ridder, Paolo Esteban, Cynthia Moffett



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New appointments: Oswaldo Bernal (regular member), Genevieve Wilson (alternate), Joseph Aborah (alternate), Monica Estrella (alternate)

Officer terms for the board expire in December, so elections will be held in January for a new Chair, Vice Chair, Secretary. Self-nominations are allowed and officers can be reelected.

Boards & commissions dinner

This dinner is an evening event recognizing the dedication and contributions of members of all of the city's boards and commissions in 2014. All 2014 members are encouraged to save the date on their calendars (1/16/15 at 6pm) and RSVP as soon as they receive the official invitation in the mail.

Other

Jane announced her resignation from the board, saying she will be moving away early next year. Esther reminded the group that she will also be leaving the board at the end of this year due to family issues. The group congratulated them and thanked them for their service.

CeCe gave an update on recent events at Portland State University, sharing that the Board of Trustees will likely vote next week to approve arming officers on campus. Many students and professors have spoken out in opposition but a subcommittee has recommended the change.

Council Liaison report

Councilor Fagin shared that two recent council meetings have lasted 4 hours each due to neighborhood parking issues. He said it was exciting to have the room packed and hear people speaking about how much they care about where they live. Next year the council's work will include a focus on planning for the South Cooper Mountain area, with a new high school to be built by 2017. A new council member—Councilor Lacey Beaty—will begin in January.

Public comment

None.

Next meeting: Monday, Jan 12, 2015 at 6:30 pm at the Beaverton Building
Minutes submitted by Samira Godil and Alexis Ball.